# 2024 – 2027
# (COW MMIWG2S+ WG) DEPARTMENT IMPLEMENTATION
# OCTOBER 24, 2023
**Version I**

The City of Winnipeg's Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples (MMIWG2S+) Working Group has been meeting since 2022 and main tasks include where members have committed to; i) Attend regular meetings; ii) Review, approve and commit to the Terms of Reference; iii) Provide input and advice to Indigenous Relations to develop and implement the MMIWG2S+ Implementation Plan; iv) Determine the Calls for Justice their departments will address; and v) Report on progress.

The civic implementation contributes to the Manitoba-whole response plan, led by **GIGANAAWENIMAANAANIG.** This plan is merely a start in the journey of implementing rights-based approaches in addressing the Calls for Justice, and National Action plan in Winnipeg.

In January 2022, The MMIWG2S+ Implementation Team co-developed the IRD MMIWG2S+ Annual Plan that identifies community priorities and City processes to commence implementation of Calls for Justice and the National Action Plan. Goals identified:

1. Safe Transportation
2. Indigenous Relations Divisions coordinates an internal city of Winnipeg Working Group, that contributes to the civic implementation plan
3. Prepare a civic implementation plan, that identifies departmental commitments to Calls for Justice
4. Developed Training & Awareness Campaign
5. Identifying Accessible spaces for MMIWG2S+ (openness, cultural, ceremony)

**The City of Winnipeg commitments to Calls for Justice are guided by**

**The Pathways and Principles as defined in *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*,** these pathways include:

- historical, multigenerational, and intergenerational trauma;
- social and economic marginalization;
- maintaining the status quo and institutional lack of will; and
- ignoring the agency and expertise of Indigenous women, girls, and 2SLGBTQQIA people.

**And, the Guiding Principles for the National Action Plan**:

1. Honour the strength of Indigenous women, girls, and 2SLGBTQQIA+ people and support them in reclaiming their sacred roles and responsibilities
2. Include families and survivors throughout the implementation of the National Action Plan (NAP)
3. Focus on substantive equality and Indigenous human rights that include inherent, Treaty, and Constitutional rights, and responsibilities of Indigenous Peoples
4. Support a distinctions-based approach to ensure that the unique rights, interests and circumstances of First Nations, Métis and Inuit are acknowledged, affirmed, and implemented

5. Respect intersectional and diverse perspectives, and be inclusive of all Indigenous women, girls, and 2SLGBTQQIA+ people no matter where they are
6. Base the National Action Plan on the recognition of Indigenous Peoples' right to self-determination
7. Utilize a decolonizing approach, including being culturally informed and culturally safe
8. Co-develop, co-implement, and co-manage the National Action Plan
9. Build on evidence, and ensure the National Action Plan is sustainable and evergreen

**Guidance from MMIWG2S+ leadership, families, survivors, and GIGANAAWENIMAANAANIG** (this is the name given to the families, advocates and survivor-led MMIWG2S+ Implementation Committee, which in English translation means "We all take care of them") to co-develop and implement a civic implementation plan to end violence against Indigenous women and gender-diverse peoples. Their guidance has asked that the City's implementation plan will work to ensure that:

- Urban Indigenous women and two-spirit voices are heard, as they are required to lead solutions.
- Appropriate mechanisms of responsibilities and accountabilities are created. These mechanisms are paramount to ending violence, as the City's responsibilities directly impact Urban Indigenous people.
- "Nothing about us without us" is honoured as foundational to the City's actions. This principle builds on the fact that we are all stronger when we work together, and the work done thus far is a testament to this. Co-development, coordination and collaboration are key to ensuring real change and prevention.
- Safe Transportation, Training & Awareness, and Safe Spaces are emphasized as key components of the plan.

## DEPARTMENT – INDIGENOUS RELATIONS DIVISION

| Calls for Justice | Program/Project/Goal | 2024 Goals |
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| 1.1 We call upon federal, provincial, territorial, municipal, and Indigenous governments (hereinafter "all governments"), *in partnership with Indigenous Peoples, to develop and implement a National Action*<br>*Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA people, as recommended in our Interim Report and in support of existing*<br>*recommendations by other bodies of inquiry and other reports.* As part of the National Action Plan, we call upon all governments to ensure that equitable access to basic rights such as employment, housing,<br>education, safety, and health care is recognized as a fundamental means of protecting Indigenous and human rights, resourced and supported as rightsbased programs | • Co-develop of the civic implementation plan (with Giganawenimaanaanig)<br>• IRD will facilitate the CoW MMIWG2S+<br>• Report on Calls for Justice on behalf of the COW MMIWG2S+ WG | • Collaborate with Giganawenimaanaanig, and MMIWG2S+ families, survivors, to facilitate the city's plans that will be included in the Manitoba-whole implementation plan.<br>• IRD will coordinate the reporting and progress for the City of Winnipeg departments in the Winnipeg Indigenous Accord.<br>• IRD will coordinate the reporting and progress for the City of Winnipeg departments in the Winnipeg Indigenous Accord. |

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| founded on substantive equality. All programs must be no-barrier, and must apply regardless of Status or location | • Recommend the City of Winnipeg commits to and implements the National Action Plan, through the civic implementation plan | • IRD will coordinate the reporting and progress for the City of Winnipeg departments in the Winnipeg Indigenous Accord. |
| 1.6 Eliminate jurisdictional gaps that result in the denial of services, or improperly regulated and delivered services | • Develop a support fund for families and survivors. | • Establish a dedicated fund to support MMIWG2S+ families, where other levels of government, and partners do not have resources. Includes services to access space and services during times of that do not receive immediate compensation from respective level of government (temporary shelter) ** transportation, groceries, etc. |
| 1.9 Develop laws, policies, and public education campaigns to challenge the acceptance and normalization of violence | • Education and Awareness Camp (days of Awareness). | • Continue to implement Day of Awareness Campaign<br>• Update Communication Strategy<br>• Include public safety and human trafficking in training and awareness campaigns<br>• Create and maintain partnerships that relate to the above |
| 3.2 Provide funding for Indigenous-centered and community-based health and wellness services that meet the health and wellness needs of Indigenous women, girls, and 2SLGBTQQIA people | 2024 – 2027 OAN | Track and report on Calls for Justice from OAN partners |
| 18.6 Fund and support youth programs, including mentorship, leadership, and support services that are broadly | 2024 – 2027 OAN | TBA Track and report on Calls for Justice from OAN partners |
| 4.7 Support the establishment of Indigenous-led low-barrier shelters, safe spaces, transition homes, second stage housing, and services for Indigenous women, girls, and 2SLGBTQQIA people | • Extreme weather response | • Establish safe spaces for training, healing, support |

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| | | • Compliment resources for safe spaces specifically for vulnerable peoples during times of emergency and displacement. |
| 4.4 We call upon all governments to provide supports and resources for educational, training, and employment opportunities for all Indigenous women, girls, and 2SLGBTQQIA people. These programs must be available within all Indigenous communities.<br><br>2.3 Ensure that all Indigenous women, girls, and 2SLGBTQQIA people are provided with safe, no-barrier, permanent, and meaningful access to their cultures and languages. | • Rainbow Butterfly<br><br>• 401 Waterfront | • Develop area plan for Rainbow Butterfly permanent placement that includes seating, medicines and maintenance.<br><br>• Fully functioning permanent safe space for Rainbow Butterfly<br><br>• Contribute to a community gathering once established<br><br>• Draft a shared maintenance / agreement RB<br><br>• Commence planning for the establishment of space dedicated to Memorial Park – 401 Waterfront |
| 14.12 Provide programming for men and boys that confronts and ends violence against Indigenous women, girls, and 2SLGBTQQIA people | • Support the EmpowerMen project | • Assist/fund "Prosecuting Demand- Deterring sex buying and exploitation" on March 5 +6, 2024 at the Fort Garry Hotel here in Winnipeg |

## DEPARTMENT – VEHICLE FOR HIRE

| Calls for Justice | Program/Project | Goals |
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| 4.8 Ensure that adequate plans are put into place for safe and affordable transit and transportation services and infrastructure for Indigenous women, girls, and 2SLGBTQQIA people living in remote or rural communities | • Building Cultural Capacity Training – Vehicle for Hire drivers until 2026 | Train all new and existing VFH drivers by 2026, and commence plan for PTPs |

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| 8.1 All transportation service providers and the hospitality industry undertake training to identify and respond to sexual exploitation and human trafficking, as well as the development and implementation of reporting policies and practices | • Building Cultural Capacity Training – Vehicle for Hire drivers until 2026 | Train all new and existing VFH drivers by 2026, includes training to identify exploitation and human trafficking, |
| 17.9 Provide safe transportation options, particularly in rural, remote, and northern communities, including "safe rides" programs, and to monitor high recruitment areas where Métis women, girls, and 2S+ individuals may be more likely to be targeted | • Building Cultural Capacity Training – Vehicle for Hire drivers until 2026 | Training includes awareness of exploitation and signs of exploitation.<br><br>Heightened awareness and resources are preventable measures to trafficking and exploitation (in transportation) and perceived measures of safety. |

## COMMUNITY SERVICES (CDRS)

| Calls for Justice | Program/Project | Goals |
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| 4.7 Support the establishment of Indigenous-led low-barrier shelters, safe spaces, transition homes, second stage housing, and services for Indigenous women, girls, and 2SLGBTQQIA people | • Support to Velma's House | • Continue to fund and advocate for funding for Velma's House<br>• Work to develop best practices to support housing and supports for Indigenous women, girls, and 2SLGBTQQIA people, as a municipality |
| 18.25 Build safe spaces for people who need help and who are homeless, or at risk of becoming homeless dedicated 2SLGBTQQIA shelters and housing | • Include MMIWG2S+ voices and prevention of risk in the City of Winnipeg emergency and extreme weather response 's | • Work towards solutions for extreme weather response that are tailored to the needs of Indigenous, women and girls and 2SLGBTQQIA+<br>• Develop a response plan in 2024 |
| 2.5 Create a permanent empowerment fund devoted to support cultural rights and to uphold self determined services | • Permits/damage deposit fund | • Develop a fund that waives permit fees, that are a barrier to important community events |
| 17.8 Design mandatory, ongoing cultural competency training for public servants in areas such as trauma-informed care, cultural safety training, antiracism training, and understanding of Métis culture and history | • Developed trauma-informed training for front-line staff | • Sessions are developed<br>• Conduct up to 4 one sessions<br>  ○ City facilities (395 Main, 185 King, Security Guards) |

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| 14.12 Provide programming for men and boys that confronts and ends violence against Indigenous women, girls, and 2SLGBTQQIA people | • Increased Allies (Calls for Justice) (MMIWG2S+ / Vehicle for Hire training) | • 4 sessions with Newcomer men and boys' groups in 2024 |

## COMMUNITY SERVICES (WINNIPEG PUBLIC LIBRARIES)

## EQUITY OFFICE (EO)

| Calls for Justice | Program/Project | 2024 Goals |
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| 2.6 Educate their citizens about, and to confront and eliminate, racism, sexism, homophobia, and transphobia. | • EDI Calendar (CityNet) and Learning Events (Winnipeg.ca) | • 8 sessions as part of the HRCC & EO Speaker Series open to residents and the Public Service, including a special event per year in partnership with another large employer. Dec 8 Gender Based Violence Through an Intersectional Lens.<br><br>• Exploration of a Massive Open Online Course (MOOC) on human rights, anti-racism, anti-oppression and cultural competency that is free for all to take (preliminary stage only).<br><br>• All webinars offered as part of the employer partnership with the Canadian Centre for Diversity & Inclusion and Pride at Work are entered in the EDI calendar, several per month, and promoted by leadership and communications through three things today and social media.<br><br>• All community events that the EO is aware of gets added to the EDI Calendar, for e.g. the MMWG2S+ Event on October 4, Day of Awareness, Black History Month, etc. |

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| 5.24 Amend data collection and intake-screening processes to gather distinctions-based and intersectional data about Indigenous women, girls, and 2SLGBTQQIA people | • Self-Declaration Completion Rate<br>• Achieve a response rate of 65% or higher for meaningful analyses of the disaggregated data showing intersectional representation. | |
| 18.18 Educate service providers on the realities of 2SLGBTQQIA people and their distinctive needs, and to provide mandatory cultural competency training for all social service providers including Indigenous studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within an Indigenous context (including an understanding of 2SLGBTQQIA identities and Indigenous understandings of gender and sexual orientation). 2SLGBTQQIA people must be involved in the design and delivery of this training. | • EDI Calendar (CityNet) and Learning Events (Winnipeg.ca)<br>• Creation of Professional Equity Networks for each equity group | • Journey of Inclusion: three-part video series, mandatory training for the Public Service<br>• Plans to develop EDI Education and Training for the Public Service that explores, among other items, the varied levels of oppressions that intersect around the lived realities of the 2SLGBTQQIA+ |

## WATER AND WASTE

| Calls for Justice | Program/Project | Goals |
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| 1.3 We call upon all governments, in meeting human and Indigenous rights obligations, to pursue prioritization and resourcing of the measures required to eliminate the social, economic, cultural, and political marginalization of Indigenous women, girls, and 2SLGBTQQIA people when developing budgets and determining government activities and priorities. | • Provide advice and guidance to Social Procurement - SPWG<br>• Provide advice and guidance to NEWPCC Biosolids | • Provide advice and guidance to the Social Procurement Evaluation Component for skilled labour on all NEWPCC Biosolids tenders<br>• Advocate for Increased funding to Indigenous, community-led organizations. |